

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

200 W. Washington, Suite 301
Indianapolis, IN 46204
(317) 233-0696
<http://www.in.gov/legislative>

FISCAL IMPACT STATEMENT

LS 6579

BILL NUMBER: HB 1174

NOTE PREPARED: Dec 21, 2007

BILL AMENDED:

SUBJECT: Military Leave for State Employees.

FIRST AUTHOR: Rep. Duncan

FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: X GENERAL
DEDICATED
FEDERAL

IMPACT: State

Summary of Legislation: This bill increases from 15 days to 30 days in a calendar year the maximum leave of absence without loss of time or pay that a state officer or employee who is a member of: (1) the Indiana National Guard; (2) the Ready Reserve; or (3) a reserve component of the armed forces of the United States; may receive for military training or other duties as a member of a reserve component. The bill entitles a state officer or employee under certain circumstances to be restored to the person's previous or a similar position with the same status and pay after the leave of absence.

Effective Date: July 1, 2008.

Explanation of State Expenditures: The provisions of this bill will extend the paid temporary leave of absence granted to state employees serving in the Reserves or National Guard for training duties from 15 to 30 days. The bill stipulates that this leave will not affect an employee's vacation time. The total increase in paid leave offered to state employees can be up to 15 days per individual that takes leave. Extending the paid leave of absence should not increase state expenditures, but rather could decrease productivity in agencies that employ individuals that serve in the Reserves or National Guard.

There are an estimated 100 state employees that are members of a National Guard or Reserve component. These individuals would be entitled to the additional 15 days of paid leave under the legislation. Extending paid leave to state employees that serve in either a National Guard or Reserve unit will result in paid wages of \$2,260 for each individual that elects to use the entire increase in leave. The number of individuals that will utilize the full unpaid leave option is unknown. The maximum value of anticipated wages for the increase in paid leave of absence is calculated at \$226,000.

Explanation of State Revenues:

Explanation of Local Expenditures:

Explanation of Local Revenues:

State Agencies Affected: All.

Local Agencies Affected:

Information Sources: Dwight Dorsey, Indiana State Personnel Department; U.S. Census Bureau; U.S. Defense Manpower Data Center.

Fiscal Analyst: Bill Brumbach, 232-9559.